

**CITY PROPOSAL #17- RETIREMENT- COST OF LIVING ADJUSTMENT FOR NEW HIRES**

ARTICLE 24 RETIREMENT

24.4 Cost of Living Adjustment (COLA)

24.4.1 Federated City Employees' Retirement System members who are hired by the City of San Jose on or after July 1, 2010, shall be credited by the Retirement System, with an annual Cost of Living Adjustment not to exceed 2% to the monthly allowance, after the system member retires. The COLA will be adjusted every April 1<sup>st</sup> by the percentage change from December to December in the San Francisco-Oakland-San Jose All Urban Consumers (U) Consumer Price Index from the prior year, but in no event will be increased more than 2.00% per year.

24.4.2 The first year COLA shall be prorated by the number of months between the date of retirement and March 31st of the following year.